

HONORING JENNIFER MOORE

**HON. MORGAN MCGARVEY**

OF KENTUCKY

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, March 14, 2023*

Mr. MCGARVEY. Mr. Speaker, I rise today to honor Jennifer Moore as part of Women's History Month.

Jennifer has dedicated her life to representing people who have been injured as a result of medical negligence, harmful drugs and devices, and other personal injuries. As the founder of her own law firm, she never backs down from a fight and is always willing to give a voice to the voiceless. I thank Jennifer for her tireless advocacy in our community.

**INTRODUCTION OF THE PAY EQUITY FOR ALL ACT OF 2023****HON. ELEANOR HOLMES NORTON**

OF THE DISTRICT OF COLUMBIA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, March 14, 2023*

Ms. NORTON. Mr. Speaker, I rise to introduce the Pay Equity for All Act of 2023, which would help reduce the gender and racial pay gap by prohibiting employers from asking job applicants for their salary history before making a job or salary offer. Even though many employers may not intentionally discriminate against applicants or employees based on gender, race or ethnicity, setting wages based on salary history can reinforce the wage gap. Members of historically disadvantaged groups often start their careers with unfair and artificially low wages compared to their white male counterparts, and the disparities are compounded from job to job throughout their careers. In the last two Congresses, the House has passed this bill as part of the Paycheck Fairness Act.

This bill would help ensure that salaries are based on skills and merit, not on salary history, by assessing penalties against employers that ask applicants for their salary history during the interview process or as a condition of employment. It would also provide job applicants and employees with a private right of action against employers that violate these provisions.

There is much work to be done to address the wage gap. This bill would be an important step in reducing the wage gap.

I urge my colleagues to support this bill.

**HONORING BRENDA SANTANA AS A DISTINGUISHED LEADER IN CENTRAL FLORIDA FOR WOMEN'S HISTORY MONTH****HON. DARREN SOTO**

OF FLORIDA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, March 14, 2023*

Mr. SOTO. Mr. Speaker, Brenda Santana was born and raised in San Juan, Puerto Rico, and relocated to Florida as an adult. She learned English as a second language while in school. Brenda loves helping people learn and understand the Spanish language. Her dedica-

tion won her several poetry awards. At school, she could be found tutoring her fellow students on Spanish grammar and sentence composition. Today, Brenda lends her skills to the Orange County Library System as a technology trainer. Her students ached to learn Spanish and Brenda instituted Spanish language classes at the Southeast Branch in 2017. During the pandemic, Brenda offered a new way to learn with virtual learning. Students of all ages attend her classes. Brenda's pioneering spirit expanded all over the county as she trained other OCLS staff to offer more online classes.

In 2022, the Southeast Branch saw an average of 36 students per class, the highest attendance record in OCLS history. Brenda's commitment to the community has been evident in her response to customer feedback as she prioritizes their needs.

As a technology trainer, Brenda has an open-door policy in between classes to assist students with tech-related questions. Brenda focuses on her students by hosting life skill tech classes, such as assistive technology like using the GPS feature on their phones. In these workshops, students are provided a hands-on experience using the tools and devices to boost their quality of life. In January alone, the overall attendance for her computer classes was 377.

Brenda Santana has received positive praise and feedback from her students regarding the way she responds to their suggestions and feedback. She continues to evaluate the needs of the community and provide options that inspire and change lives.

**RECOGNIZING DR. JOHN RUGGE AS THE 34TH ANNUAL J. WALTER JUCKETT AWARD HONOREE****HON. ELISE M. STEFANIK**

OF NEW YORK

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, March 14, 2023*

Ms. STEFANIK. Mr. Speaker, I rise today to honor and recognize Dr. John Rugge, this year's recipient of the Annual J. Walter Juckett Community Service Award. Dr. Rugge is the founder of Hudson Headwaters Health Network, a community of 21 health centers dedicated to providing medical services to communities across Upstate New York and the North Country.

Dr. Rugge began work as a supervising physician at the Glens Falls Hospital in 1974. He originally intended to stay at the post for only six months, but when he noticed the need for consistent medical care in many North Country communities, he realized he had found his life's calling. That year, he established the Hudson Headwaters Health Network, and today, the network provides medical services to over 150,000 patients in Northeastern New York.

Under Dr. Rugge's dutiful leadership, Hudson Headwaters quickly became an example for other medical providers. Over the course of his career, he partnered with policymakers from over 40 different government advisory panels, task forces, and councils to address how best to improve the quality of healthcare available to underserved communities across the country.

Dr. Rugge's dedication to his community and passion for providing accessible medical

care have made him a pillar of Upstate New York. On behalf of New York's 21st Congressional District, it is my honor to celebrate the 34th Annual J. Walter Juckett Community Service Award recipient, Dr. John Rugge.

**INTRODUCTION OF THE SALARY TRANSPARENCY ACT****HON. ELEANOR HOLMES NORTON**

OF THE DISTRICT OF COLUMBIA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, March 14, 2023*

Ms. NORTON. Mr. Speaker, I rise to introduce the Salary Transparency Act, which would require employers to provide the salary range for jobs in advertisements and interviews and to existing employees.

Several states have enacted laws relating to salary range disclosure, and the federal government should follow their lead and make this a nationwide requirement. Salary transparency is an important tool to combat the gender and race wage gap. Salary secrecy facilitates both intentional and unintentional pay discrimination and perpetuates the wage gap.

Studies have consistently shown that when women negotiate for their salaries, they negotiate for less than similarly situated men. Frequently, this is because the salary they request is a certain percentage higher than their current salary. Because women on average make less than men, this practice perpetuates the wage gap. The same is true for people of color, who earn less on average than their white counterparts. Requiring employers to disclose the salary range for a position will help eliminate this harmful portion of the negotiation and lead to a reduction in the wage gap for women and minorities.

I urge my colleagues to support this important bill.

**RECOGNIZING PATTI GARTLAND****HON. TOM EMMER**

OF MINNESOTA

IN THE HOUSE OF REPRESENTATIVES

*Tuesday, March 14, 2023*

Mr. EMMER. Mr. Speaker, I rise today to recognize the career of Patti Gartland. Patti is retiring this May from her role as president of the Greater St. Cloud Development Corporation.

Patti has led the Greater St. Cloud Development Corporation (GSDC) for the past 10 years. During that time, she oversaw the considerable economic expansion of the Greater St. Cloud region. Part of her efforts to increase the visibility of the area included the launch of GreaterStCloudJobSpot.com, a local job board that is updated daily with thousands of local jobs. She was also integral to the development of St. Cloud Shines, a digital marketing initiative that has attracted more than 170 million impressions online.

Before joining the GSDC, Patti served as the city administrator for Sartell for nearly 12 years, where she helped coordinate emergency response efforts following the tragic paper mill explosion. Prior to that, Patti worked for the City of St. Cloud for 15 years, the last 13 of which she served as the city's planning director. Since 2014, Patti has been a member